

DRAFT NSPS JOB OBJECTIVES FOR A DIRECTOR OF PLANS, TRAINING, MOBILIZATION AND SECURITY (DPTMS)

23 JANUARY 2007

JOB OBJECTIVE #1: Mandatory Army Supervisory Objective (less safety which is listed as Job Objective #2 below)

Execute the full range of human resources (including performance management as outlined in DoD 1400.25-M, SC1940.5.7.4.) and fiscal responsibilities within established timelines and in accordance with applicable regulations. Adhere to merit principles. Develop a vision for the work unit; align performance expectations with organizational goals. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies; promptly address allegations of prohibited discrimination, harassment, and retaliation.

JOB OBJECTIVE #2: Safety in the Workplace

Promotes safety/health in the workplace through awareness and compliance with safety rules and regulations to include Occupations, Safety and Health guidelines. Assists management in the efforts to reduce mishaps by 5 percent per year with ultimate goal being zero mishaps. Exhibits safe and responsible behavior in the workplace taking positive action to report or eliminate potential hazards. Use Composite Risk Management for protection, control and mitigation of identified hazards in all Training Areas, Ranges, Exercises and Simulators. Maintain a safe work environment and promptly address allegations of noncompliance. One failure to report unsafe acts or conditions or comply with safety rules and regulations during rating period is allowed.

JOB OBJECTIVE #3: Oversee the Management and Direction of Training Support

Provide leadership, managerial oversight and direction to the DPTMS Training Support functions. Ensure that Training Support metrics contained in the Installation Status Report (ISR) #304, 305, 306 and 307 and Program Management Review (PMR) are in synch with IMCOM expectations. Ensure that the Internal Control Program assesses customer training needs and requirements and results are used to improve training support facility/range development. Ensure that Range and Training Area Development Plans are fully coordinated and integrated into the Installation Master Plan. Participate fully in the Mission Essential Requirements (MER) process to obtain balance of TADSS and range development for assigned organizations as designated in the ASIP. Establish and maintain a management feedback system to ensure that training support requirements are addressed and provided are well within the stated timeframes of acceptability.

JOB OBJECTIVE #4: Oversee the Management and Direction Installation Contingency, Crisis and Consequence Management Programs

Employ ISR Service Area #21 (when approved) and #22 to execute contingency planning and execution. Ensure that metrics contained in the ISR and PMR are in synch with IMCOM expectations. Ensure that the Internal Control Program assesses Force Protection, Crisis Management, Consequence Management and OPSEC programs and results are used to improve program application. Implement FPCON measures and mitigation efforts IAW current threats. Ensure that the installation Crisis Action, Crisis Management and Response elements remain trained to conduct all hazard responses. Maintain existing Memoranda of Agreement and/or Memoranda of Understanding (MOA/MOU) as current and supportable by all agencies. Establish and maintain a management feedback system to ensure that contingency responses are well within the stated parameters of acceptability.

JOB OBJECTIVE #5: Resource Stewardship and Protection

Provide leadership, managerial oversight and direction regarding stewardship of the resources directly and indirectly supporting infrastructure protection and readiness. Fully implement Integrated Training Area Management (ITAM) to secure environmental quality in training areas. Provide guidance regarding infrastructure protection in the design processes for construction/renovation to minimize follow on requirements at higher cost.